

## ABSTRACT

DEVIA MAHFUZA. NIM. 111804077. **The Effect of Teachers' Perceptions about Principal Leadership, Emotional Intelligence and Job Satisfaction on Organizational Commitment of Teachers in MTs of Medan. Thesis. Graduate Program, State University of Medan. July 2014.**

This study aimed to determine: (1) the effect of teachers' perceptions of principal leadership on job satisfaction of teachers; (2) the effect of emotional intelligence on job satisfaction of teachers; (3) the effect of teachers' perceptions of principal leadership on organizational commitment of teachers; (4) the effect of emotional intelligence on organizational commitment of teachers; and (5) the effect of job satisfaction on organizational commitment of teachers. Subjects were 131 teachers in MTs of Medan. Sampling was done by stratified proportional random sampling. The research method is path analysis aimed to test the theory and obtain information about the study. Based on the hypothesis testing can be concluded: (1) there is a direct effect teachers' perceptions of principal leadership and job satisfaction of teachers with  $t_{\text{count}} \rho_{31} > t_{\text{table}, \alpha = 5\%}$  ( $2.274 > 1.645$ ); (2) there is a direct effect of emotional intelligence and job satisfaction of teachers with  $t_{\text{count}} \rho_{32} > t_{\text{table}, \alpha = 5\%}$  ( $2.405 > 1.645$ ); (3) there is a direct effect teachers' perceptions of principal leadership and organizational commitment of teachers with  $t_{\text{count}} \rho_{41} > t_{\text{table}, \alpha = 5\%}$  ( $2.398 > 1.645$ ); (4) there is a direct effect of emotional intelligence and organizational commitment of teachers with  $t_{\text{count}} \rho_{42} > t_{\text{table}, \alpha = 5\%}$  ( $2.717 > 1.645$ ); and (5) there is a direct effect of job satisfaction on organizational commitment of teachers with  $t_{\text{count}} \rho_{43} > t_{\text{table}, \alpha = 5\%}$  ( $2.826 > 1.645$ ). The results of the study provide an overview of teachers' perceptions of school leadership, emotional intelligence, and job satisfaction affects organizational commitment of teachers in MTs of Medan.

## ABSTRAK

DEVIA MAHFUZA. NIM. 111804077. **Pengaruh Persepsi Guru Tentang Kepemimpinan Kepala Sekolah, Kecerdasan Emosional, dan Kepuasan Kerja terhadap Komitmen Organisasi Guru di MTs se-Kota Medan. Tesis. Program Pascasarjana Universitas Negeri Medan. Juli 2014.**

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh persepsi guru tentang kepemimpinan kepala sekolah terhadap kepuasan kerja guru; (2) pengaruh kecerdasan emosional terhadap kepuasan kerja guru; (3) pengaruh persepsi guru tentang kepemimpinan kepala sekolah terhadap komitmen organisasi guru; (4) pengaruh kecerdasan emosional terhadap komitmen organisasi guru; dan (5) pengaruh kepuasan kerja terhadap komitmen organisasi guru. Subjek penelitian adalah 131 orang guru Madrasah Tsanawiyah Negeri Kota Medan. Pengambilan sampel dilakukan dengan *stratified proportional random sampling*. Metode penelitian bersifat analisis jalur yang bertujuan untuk menguji teori dan memperoleh informasi tentang penelitian. Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat pengaruh langsung persepsi guru tentang kepemimpinan kepala sekolah dengan kepuasan kerja dengan  $t_{hitung} \rho_{31} > t_{tabel.\alpha=5\%}$  ( $2,274 > 1,645$ ); (2) terdapat pengaruh langsung kecerdasan emosional dengan kepuasan kerja guru dengan  $t_{hitung} \rho_{32} > t_{tabel.\alpha=5\%}$  ( $2,405 > 1,645$ ); (3) terdapat pengaruh langsung persepsi guru tentang kepemimpinan kepala sekolah dengan komitmen organisasi guru dengan  $t_{hitung} \rho_{41} > t_{tabel.\alpha=5\%}$  ( $2,398 > 1,645$ ); (4) terdapat pengaruh langsung kecerdasan emosional dengan komitmen organisasi guru dengan  $t_{hitung} \rho_{42} > t_{tabel.\alpha=5\%}$  ( $2,717 > 1,645$ ); dan (5) terdapat pengaruh langsung kepuasan kerja terhadap komitmen organisasi guru dengan  $t_{hitung} \rho_{43} > t_{tabel.\alpha=5\%}$  ( $2,826 > 1,645$ ). Hasil penelitian memberikan gambaran persepsi guru tentang kepemimpinan kepala sekolah, kecerdasan emosional, dan kepuasan kerja mempengaruhi komitmen organisasi guru di MTs se-Kota Medan.